

Update on Status of the OneSC Project
Friday, October 3, 2003

On June 20, 2003, I provided all Office of Science (SC) employees with an update on the status of our OneSC Restructuring Project. At that time I reported that the OneSC Team had resolved to my satisfaction the major issues associated with our proposed reorganization of SC and that the formal approval process within the Department had begun. At that time we hoped this process would lead to announcement of the new organization this summer. I am writing you now because the formal approval process is taking longer than we had expected, and to bring you up-to-date on where we are in that process. There are many Departmental organizations that must be involved in an organizational realignment of the scale and scope SC is proposing, and their concerns must be addressed before we can obtain the Secretary's approval to proceed. I can confidently report that this process is moving ahead and we are successfully addressing the issues and concerns that must be resolved prior to announcement.

I want to assure you that we are getting close to our goal of announcing our new organization and moving forward with its implementation. As this process moves ahead, we will also begin the second phase of the OneSC Project in which we will reengineer our processes and procedures to make our organization more efficient, effective and truly "One Office of Science." All of you will play a role in this revitalization of SC. In addition, I am convinced that we all find the new SC a more exciting, productive and rewarding organization in which to work and to contribute to the advancement of our science mission.

I also want to assure you that we are moving ahead with those management actions that represent appropriate responses to our organizational challenges. I have begun the process of forging new relationships with our site managers aimed at increasing our effectiveness in the oversight of our Laboratories and achieving outstanding performance. A new, improved, performance-based contract has been executed for management and operation of Pacific Northwest National Laboratory reflecting many of the contractual innovations we hope to apply throughout our Laboratory system to increase results and accountability. We are using available management tools to address staffing and skill mix issues. (As you know, we have polled our employees to identify those who might be interested in buy-outs and are seeking authority to offer them in the near future.) We are working with the National Nuclear Security Administration and the Assistant Secretary for Environmental Management to address staffing issues at the SC Berkeley and Stanford Site Offices, and what will soon be the SC Pacific Northwest Site Office. Planning activities are moving ahead, being led by our Chicago and Oak Ridge Offices, to prepare for the anticipated approval and implementation of our new field organization. Groundwork is being laid for process improvement activities. We are clearly moving ahead on many fronts.

I ask for your continued patience and support as we conclude the first phase of the OneSC Project. We still have much to do before we can announce our reorganization,

but as you can see, important work toward building our new, OneSC is moving forward. I hope you share my excitement at what this offers each of us in terms of our individual goals, the Office of Science, and the Nation.

Sincerely,
Raymond L. Orbach
Director